



Association of Ontario Land Surveyors Salary Survey Analysis

2018



Process and Definitions

Process

- The survey was sent to all Ontario Land Surveyors and Articling Students (this was part of a National study but only the Ontario portion is reported here)
- Initial responses were sent to an Accounting firm to ensure confidentiality
- The raw data with all potential identifying information removed was then sent to the AOLS Office for analysis
- All data was included except where noted
- Numbers from different views of the data will not match since not all members answered all the questions thereby making it impossible to include their returns in some analysis
- Returns were not provided where less than 4 members were in a category

Definitions

- 20% means 20% of the respondents make less than this
- Median is the middle value (half make less and half make more)
- 80% means 20% of the respondents make more than this

Other Notes

- The survey was completed in the summer of 2018 but given the numbers requested were annual, many of the returns would have been based on 2017 numbers

Summary of Respondents

- 268 responses were received from licensed and registered members of a possible 519 (52% response rate)
 - 4 licensed private practice consultants
 - 82 licensed private practice employees
 - 99 licensed private practice owners
 - 12 licensed federal employees
 - 33 licensed provincial employees
 - 15 licensed municipal employees
 - 6 registered private practice members
 - 5 registered public practice members
 - 5 licensed members working in some form of institution
 - 1 registered member working in some form of institution
 - 3 inactive members
 - 3 with information lacking
- 42 responses were received from articling students of a possible 75 (56% response rate)

Total Compensation by Employment

Membership/Sector/Employment	Number Returns	Total Compensation				Average Benefits
		20%	Median	80%	Average	
Articling Students	42	\$44,934	\$57,750	\$77,210	\$65,435	\$2,546
Registered Members Private	6	\$90,300	\$128,500	\$250,000	\$155,733	\$10,333
Registered Member Public	5	\$105,966	\$118,000	\$139,200	\$121,466	\$5,120
Registered Member Total	12	\$94,240	\$128,500	\$152,200	\$140,561	\$9,383
Licensed Private Practice Consultant	4	\$105,200	\$125,000	\$138,000	\$120,750	\$15,000
Licensed Private Practice Employee	82	\$75,900	\$104,000	\$171,600	\$126,319	\$7,531
Licensed Private Practice Owner	99	\$100,407	\$175,000	\$274,200	\$235,941	\$24,978
Licensed Private Sector Total	185	\$88,560	\$130,000	\$229,200	\$184,861	\$17,080
Licensed Public Federal	12	\$109,594	\$110,500	\$125,800	\$125,347	\$15,910
Licensed Public Provincial	33	\$91,576	\$91,576	\$91,576	\$103,644	\$6,312
Licensed Public Municipal	15	\$102,600	\$102,600	\$102,600	\$114,231	\$6,922
Licensed Public total	60	\$95,800	\$105,000	\$120,683	\$110,631	\$8,146
All members	265	\$91,284	\$120,000	\$202,640	\$163,562	\$14,224

Total Compensation for Owners broken down by number of Surveyors

Owners (number of surveyors)	Number Returns	Total Compensation			
		20%	Median	80%	Average
1	38	\$82,000	\$121,000	\$205,155	\$150,268
2	18	\$142,000	\$172,500	\$216,400	\$186,326
3-5	23	\$156,000	\$232,900	\$301,500	\$278,630
6 or more	17	\$154,654	\$230,000	\$700,000	\$432,174

Total Compensation by Region for all members

Region	Number Returns	Total Compensation			
		20%	Median	80%	Average
Georgian Bay	16	\$90,000	\$132,500	\$195,369	\$156,179
Hamilton & District	28	\$97,260	\$109,747	\$205,669	\$145,347
Kawartha-Haliburton or Eastern	43	\$98,760	\$120,000	\$193,000	\$171,694
North Western or North Eastern	35	\$87,000	\$105,000	\$147,200	\$119,345
South Central	117	\$90,060	\$120,000	\$210,800	\$164,799
South-Western	27	\$92,224	\$120,000	\$258,400	\$228,817

Total Compensation by age for all members

Age	Number Returns	Total Compensation			
		20%	Median	80%	Average
25 or younger	1	Insufficient data			
26-30	9	\$60,600	\$80,000	\$126,800	\$88,667
31-35	16	\$75,000	\$88,400	\$110,000	\$104,241
36-40	13	\$102,000	\$120,000	\$179,200	\$149,269
41-45	16	\$96,000	\$111,000	\$205,200	\$146,728
46-50	31	\$95,000	\$125,000	\$224,000	\$158,287
51-55	55	\$104,000	\$153,500	\$228,000	\$211,651
56-60	56	\$94,000	\$114,607	\$220,000	\$170,606
61-65	43	\$91,180	\$120,000	\$188,400	\$179,386
66-70	18	\$75,800	\$107,750	\$146,400	\$114,126
71-75	4	\$37,800	\$56,500	\$77,000	\$57,625
over 76	2	Insufficient data			

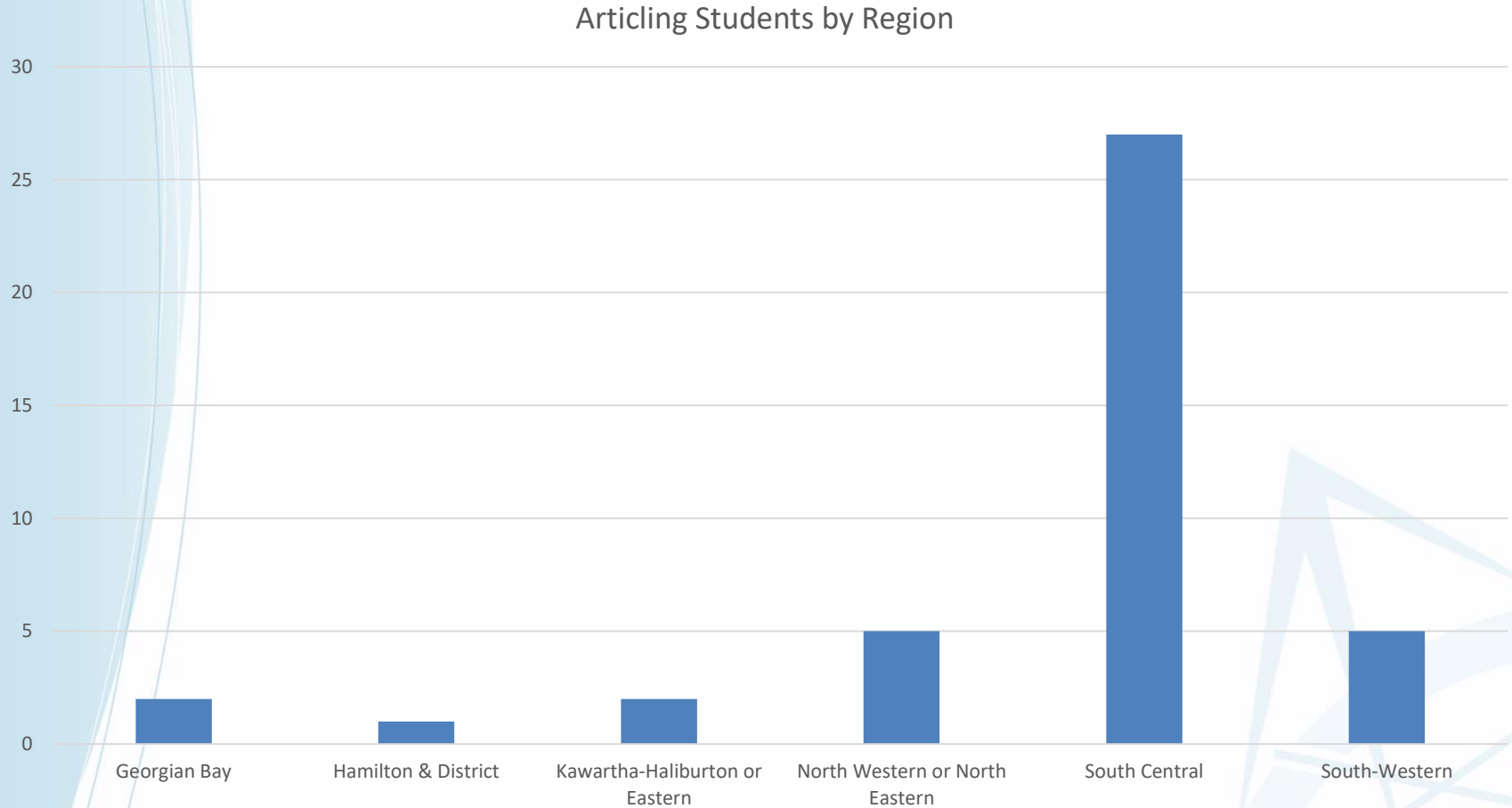
Total Compensation by Education for all members

Education	Number Returns	Total Compensation			
		20%	Median	80%	Average
High school diploma	2	Insufficient Data			
Some college, no degree	6	\$65,000	\$71,693	\$84,000	\$87,481
Two-year degree	3	Insufficient Data			
Undergraduate degree	219	\$94,800	\$120,000	\$220,000	\$173,106
Master's degree or PhD	27	\$84,526	\$112,500	\$154,000	\$127,478
Other	7	\$57,600	\$97,000	\$163,000	\$113,286

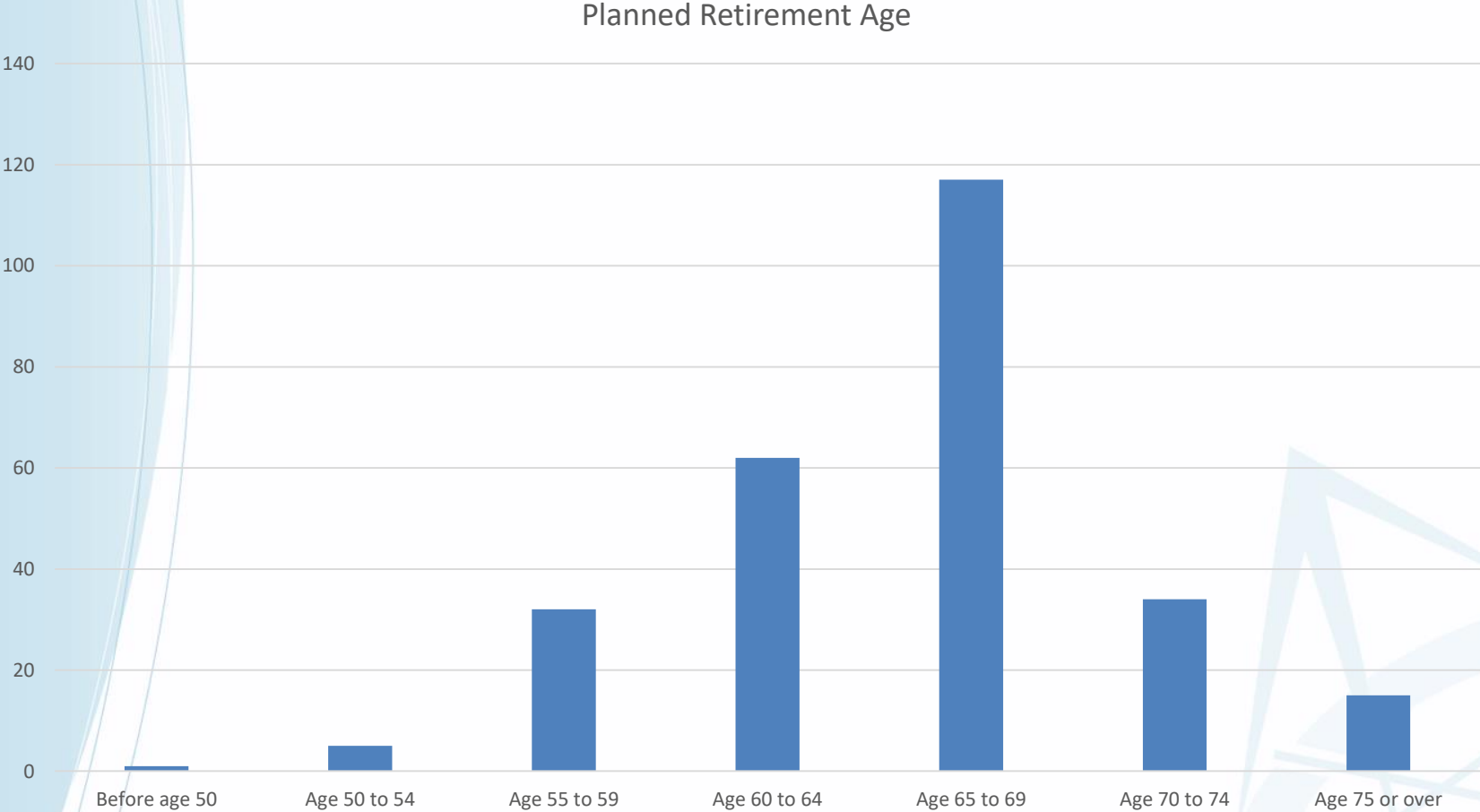
Work Breakdown of Owners by number of surveyors

Owners (number of surveyors)	Averages of responses					
	% Cadastral	% Engineering	% GIS	% Geodetic	% Photogrammetric	% other
1	58	29	5	2	1	8
2	55	39	1	1	0	5
3-5	51	44	2	3	0	1
6 or more	39	51	2	4	2	3

Articling Students by Region



Planned Retirement Age



Additional Statistics (% with coverage/payment)

	Private Sector Employees	Private Sector Owners/Partners	Public Sector
Health Care	98%	79%	100%
Retirement Benefits	49%	41%	96%
Life Insurance	69%	71%	83%
Drug Insurance	80%	75%	99%
Membership Dues	95%	87%	96%
Conferences	74%	82%	80%